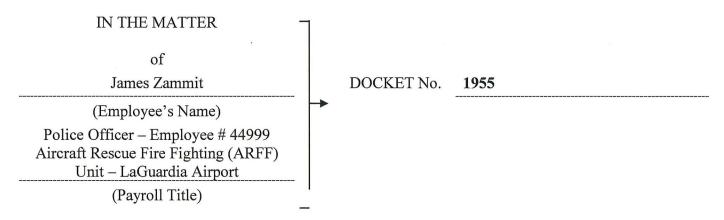
Trion James v. Port Authority Police Department, Port Authority of New York and New Jersey, Edward Cetnar (in his official capacity), Christopher McNerney (in his official capacity), and Does 1-5

Civil No.: 1:22-cv-02463-PGG

EXHIBIT H



SIR/MADAM: The undersigned hereby charges you as follows:

CHARGE 1

Substantial violation of the General Rules and Regulations for All Port Authority Employees.

SPECIFICATION 1

On or about December 20, 2019, while at a holiday party at the World Trade Center Command, you referred to Sgt. Trion James as a "fucking faggot," or words to that effect.

SPECIFICATION 2

On or about December 20, 2019, while at a holiday party at the World Trade Center Command, you referred to Sgt. Aaron Woody as a "Nigger," or words to that effect.

SPECIFICATION 3

On or about December 20, 2019, while at a holiday party at the World Trade Center Command, you made a general reference in the presence of Trion James and Aaron Woody, stating, "these Niggers," or words to that effect. Both officers are African Americans.

These actions were in violation of the Port Authority General Rules and Regulations, Port authority Employee Code of Ethics, Port Authority Administrative Instructions, Port Authority Police General Orders, and the Port Authority Police Division Instruction, including but not limited to, the following:

<u>Chapter 1, "Applying the Rules", Paragraph 2,</u> which provides, "It is each employee's responsibility to observe all official regulations and instructions affecting the operations of Port Authority properties, revenues and other related matters."

<u>Chapter 3, Conduct, Off the Job, Paragraph 1</u>, which provides, in part, "Time off duty should not be used in a manner which is likely to hinder employees from the efficient performance of their duties or to bring discredit upon the Port Authority."

<u>Chapter 3, Conduct On The Job, Paragraph 6</u>, which provides, in part, "Relations with fellow employees, as well as those with the public and supervisors, should be handled with tact and courtesy at all times."

<u>Chapter 4, Public Relations, Introductory Paragraph</u>, which provides, "Because the public tends to judge an organization by its employees, it is essential that their behavior be above reproach."

n aug. P

(Signed)

Case 1:22-cv-02463-PGG THE PORT AUTHORITY OF NY & NJ	Document 50-8 Filed	05/22/23 Page 3 of 4
4 World Trade Center 150 Greenwich Street New York, NY 10007	Str	^
IN THE MATTER of DOCKET # 1955 James Zammit (Employee 's Name)	FOR USE OF DEPARTMENT HEADS ONLY e following action to be taken with respect to the within charges and specifications To be presented to a Board of Inquiry as a Major Discipline	Superintendent of Police/Director, PSD
Police Officer	Y Sharg	olice
(Payroll Title)	NL hin o	A P P
Sir/Madam: You are hereby directed to appear for a Hearing at	ADS ONLY the within charge	tendent
Room	HIE to as a	Ø.J
on	' 'NT Spec uiry	
20 at M.,	ME h reg	70
in connection with the within charges and specifications. You are entitled to be represented by counsel and bring such witnesses as you desire	FOR USE OF DEPARTMENT HEADS ONLY ing action to be taken with respect to the within chobe presented to a Board of Inquiry as a Major Discip	ned)
(Signed) Director, Human Resources Dept.	R USE OF	(Signed)
(If no date for hearing has been set at the time services of these charges and specifications, you will subsequently receive the required notice of hearing.)	FOR U	
I hereby acknowledge receipt of the within charges and specifications.	d the foll	April 28
Dated: 20	men	Ap
Time: A.M. P.M.	I recommend th	
(Emnlovee's Name)	I re	Dated: New York
(Pavroll Title)		\Box Z

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<u>Chapter 4, Public Relations, Paragraph 2</u>, which provides, in part, "It is important that public and business contacts be conducted with politeness and respect."

<u>Chapter 5, Doing the Job, General Duties, Paragraph 1</u>, which provides, "An employee must maintain an acceptable standard of performance in order to be retained in his position."

<u>Chapter 10 Disciplinary Action, Paragraph 1</u>, which provides, "Violation of any of the rules in these General Rules and Regulations, or other rules promulgated by the Port Authority, can cause employees to be subject to varying degrees of discipline, depending on the circumstances in each case."

<u>Violation of Port Authority Police General Order, Procedure No.100-10, "Rules of Conduct", Section II, Paragraph 1, which provides, "A member shall be responsible for any act or omission which in any way is prejudicial to good order or discipline, or reflects upon the good name or reputation, or adversely affects its interest or those of the general public, whether or not such act or omission is specifically mentioned in these or other rules or regulations of the Port Authority."</u>

<u>Violation of Port Authority Police General Order, Procedure No.100-10, "Rules of Conduct", Section II, Paragraph 2, which provides, "A member must promptly obey all lawful and proper orders and instructions, written or otherwise, however transmitted or received."</u>

<u>Violation of Port Authority Police General Order, Procedure No.100-10, "Rules of Conduct", Section II, Paragraph 4, which provides, in part, "A member shall be civil and respectful to officers of superior rank."</u>

<u>Violation of Port Authority Police General Order, Procedure No.100-10, "Rules of Conduct", Section II, Paragraph 5, which provides, "A member shall be dignified and courteous in his dealings with other members and all other employees of the Port Authority."</u>

<u>Violation of Port Authority Police General Order, Procedure No.100-10, "Rules of Conduct", Section II, Paragraph 33, which provides, "A member shall not use his time while off duty in a manner that renders him unfit for the proper and efficient performance of his duties."</u>

Violation of Port Authority Employee Code of Ethics

Violation of Port Authority Administrative Instruction 20-1.19, Equal Employment Opportunity Policy

Violation of Port Authority Administrative Instruction 20-1.20, Sexual Harassment Policy

Violation of Port Authority Administrative Instruction 20-1.22, Transgender Inclusion and Non-Discrimination Policy

Violation of Title VII of the 1964 Civil Rights Act